



# Arizona New Teacher Project

## Overview

## Program Overview

The mission and purpose of the Arizona New Teacher Project is to build capacity for teacher leadership, while providing support to the newest members of the teaching profession. Experienced, accomplished teachers are placed into non-evaluative leadership roles in schools as mentors to those who are in the first two years of their teaching career. The Arizona K12 Center awards financial assistance to districts/schools/programs to create and sustain an impactful mentoring and induction program.

The Arizona New Teacher Project is designed to:

- Foster a spirit of accomplishment among Arizona's teachers.
- Recognize the contribution of excellent teaching in our communities, and elevate the status of the profession.
- Provide training and support to those who mentor beginning teachers in schools throughout Arizona, starting with those in greatest need.

Induction Program Standards and Arizona's Professional Teaching Standards serve as the foundation of the Arizona New Teacher Project. Identified mentors participate in ongoing training over a two-year period. Those that successfully complete the training and other elements of the program are recognized as Arizona Master Teacher Mentors at the conclusion of the two-year cycle.

A district/school/program that decides to apply to participate must submit a competitive application. Applications must address the issue of long-term sustainability and capacity building. Districts will decide who will serve as their mentors. However, all mentors must be licensed to teach in the state of Arizona. In addition, there must be an application process in place that addresses the skills, knowledge, and dispositions of successful mentors.

The Arizona K12 Center hosts Arizona New Teacher Induction Network meetings in which all districts/schools/programs will have a designated team. These meetings will provide teams the opportunity to work with one another as well as with other experts in the field to address such issues as impact, sustainability, and capacity building.

To be eligible, the district, school, or program within a district must meet at least two of the following requirements:

- Fifty percent or higher free or reduced lunch
- Twenty-five percent or higher teacher turnover (have lost and hired an average of 25% or more teachers new to the district/school in the last three years)
- A middle school or high school
- Impacted schools must be identified as Comprehensive Support and Improvement (CSI) Schools

The Arizona New Teacher Project is a two-year commitment. During this two-year cycle, applicants must agree to:

- Provide a program lead for the program. This person will be the main point of contact and will be responsible for compliance of the grant as well as submission of all data.
- Provide a detailed list to the Arizona K12 Center of all mentors as well as the names and email addresses of each teacher on their caseload. This list must be updated at the start of each semester.
- Ensure mentors attend all required trainings and forums. Training dates are located on the Arizona K12 Center's website: azk12.org
- Mentors must meet with each beginning teacher for a minimum of two hours per week for observation, feedback, and consultation.
- Work with teachers, principals, and district administrators to identify and assist in delivering professional development opportunities for new teachers.
- Select mentors or coaches through an application process that ensures all mentors are licensed to teach in Arizona and possess the skills, knowledge, and dispositions to support the newest members of the teaching profession.

The Arizona New Teacher Project has three tiers of participation. Applicants will decide up front which tier they are applying for. The tiers and elements are as follows:

#### **TIER 1**

- Consortium Community Involvement
  - For new mentors to the Arizona New Teacher Project: A two-day Arizona New Teacher Project Foundations Training; five two-hour Arizona New Teacher Project Foundations Seminars; five five-hour Arizona New Teacher Project Mentor Forums; and a subscription to the New Teacher Center's Learning Zone at the cost of \$1,500 per person
  - For continuing mentors who have been previously trained in the New Teacher Center's Professional Learning Series Mentor Academies Year 1 and Year 2: five five-hour Mentor Forums at the cost of \$200 per person
  - Membership in the Arizona New Teacher Induction Network community with stakeholders from across the state who meet five days throughout the year to connect and collaborate on mentor programming
- Participating Districts/Schools/Programs receive
  - Four complimentary registrations to the Arizona New Teacher Induction Network with representation from one program lead, one mentor/coach, one school administrator, and your choice for the fourth registrant
  - Two additional complimentary subscriptions to the New Teacher Center's Learning Zone online platform (outside of those provided to new mentors in the program)
- Requirements
  - All new mentors to the program attend the two-day Arizona New Teacher Project Foundations Training, five two-hour Arizona New Teacher Project Foundations Seminars, and five five-hour Arizona New Teacher Project Mentor Forums
  - All previously trained mentors in the district/school/program (if applicable) attend five two-hour Arizona New Teacher Project Seminars. (Note: Previous training

must have been the New Teacher Center's Professional Learning Series Mentor Academies Year 1 and Year 2.)

- Team of four attends the Arizona New Teacher Induction Network while satisfying the designated representation requirements
- The district/school/program will use a set of teaching standards aligning with Arizona's Professional Teaching Standards

## TIER 2

Tier 2 includes all elements of Tier 1 and in addition includes the following:

- Consortium Community Involvement
  - A subscription to the New Teacher Center's Learning Zone at the cost of \$1,200 per person
- Participating Districts/Schools/Programs receive
  - 20% discount on registrations for all beginning teacher professional learning opportunities offered through the Arizona K12 Center
- Requirements
  - Follow and align district mentoring work with the New Teacher Center Mentoring Standards
  - Provide teacher retention data throughout the two-year commitment to the Arizona New Teacher Project
  - Complete all Arizona New Teacher Project surveys and data collection protocols
  - Commitment to implementing Arizona New Teacher Project mentoring tools, processes, and training within the district/school/program involved in the project

## TIER 3

Tier 3 includes all elements of Tier 2 and in addition includes the following:

- Consortium Community Involvement
  - A subscription to the New Teacher Center's Learning Zone at the cost of \$900 per person
- Participating Districts/Schools/ Programs receive
  - \$75,000 per year for two years (Note: Year 2 award will be funded upon successful completion of Year 1 agreed upon requirements.)
  - 20% discount for all beginning teacher professional learning opportunities
  - Two additional complimentary subscriptions to the New Teacher Center's Learning Zone online platform (outside of those provided to new mentors to the program)
- Requirements
  - Provide teacher retention data throughout the two-year grant cycle
  - Complete all Arizona New Teacher Project surveys and data collection protocols

- Districts/schools/programs that are applying for Tier 3 participation must adhere to a 1:15 ratio for a full-time release mentor or 1:7 for a part-time release mentor.
- Commitment to all mentors in the Arizona New Teacher Project utilizing tools, processes, and training within their routine work with beginning teachers.
- Mentor stipend(s) of \$5,000 per year, for designated full-time release mentors or mentor stipend of \$2,500 per year, for designate half-time release mentors

### **Pathway to Becoming a Master Teacher Mentor**

Districts will select their own mentors through an application process that is made available to all interested teacher leaders. All mentors must hold a valid Arizona teaching license. It is preferred that they are also National Board Certified Teachers (NBCTs) and/or previously identified 'Arizona Master Teachers.'

Mentor selection criteria include, but are not limited to, the following:

- A valid Arizona teaching certificate
- Recognition as an exemplary classroom teacher and excellent professional role model
- Current or former classroom teacher with a record of at least three years of successful teaching experience with a wide range of students
- Strong subject matter and/or grade-level appropriate knowledge
- Effective interpersonal communication.
- Credibility with peers and administrators
- Respect for multiple perspectives
- Experience working effectively with linguistically and culturally diverse students
- Understands the value of confidentiality in the mentoring process and is able to maintain confidentiality in mentoring relationships
- Demonstrates commitment to personal and professional growth and learning through ongoing reflection
- Willingness to participate in professional preparation to acquire the knowledge and skills needed to be an effective mentor
- Willingness to work collaboratively with beginning teachers, mentors, and program leadership from an inquiry and strategic stance
- Knowledge of and willingness to learn about adult learning theory and beginning teacher development
- A commitment to improving the academic lives of ALL students

Selected mentors must complete all training, attend all Arizona New Teacher Project Mentor Forums, and be an active participant in the Arizona New Teacher Induction Network. At the conclusion of two years of successfully mentoring and supporting beginning teachers along with the completion of all elements identified, mentors will receive the designation of Arizona Master Teacher Mentor.

## Arizona New Teacher Induction Network

Long-term sustainability of this work is critical. The Arizona New Teacher Induction Network meets three to four times a year and provides district teams the opportunity to work with one another, Arizona K12 Center staff, and experts in the field to address issues of impact, sustainability, and capacity building.

These meetings will take place in Phoenix and Tucson. It is expected that each participating district creates a four-member team that includes the program director, one mentor/coach, and two other people of the team's choosing. Meeting dates are announced in July of the given school year.

### District/School/Program Eligibility

The Arizona K12 Center awards financial assistance to districts/schools/programs to create and sustain an impactful mentoring and induction program (Tier 3 funding support). Selected districts/schools/programs enter into a subcontract agreement with the Arizona K12 Center and Northern Arizona University, annually, for up to two years. The Arizona K12 Center reserves the right to withdraw from an agreement if the awardee fails to meet the guidelines of the grant.

To qualify, the district, school, or program within a district must meet at least two of the following requirements:

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Districts/schools/programs that are applying for Tier 3 participation must adhere to a 1:15 ratio for a full-time release mentor or 1:7 for a part-time release mentor.

### District/School/Program Eligibility

The Arizona New Teacher Project is a two-year commitment. During this two-year cycle, applicants must agree to:

- Provide a program lead for the program. This person will be the main point of contact and will be responsible for compliance of the grant as well as submission of all data.
- Provide a detailed list to the Arizona K12 Center of all mentors as well as the names and email addresses of each teacher on their caseload. This list must be updated at the start of each semester.

- Ensure mentors attend all required trainings and forums. Training dates are located on the Arizona K12 Center's website: [azk12.org](http://azk12.org)
- Mentors must meet with each beginning teacher for a minimum of two hours per week for observation, feedback, and consultation.
- Work with teachers, principals, and district administrators to identify and assist in delivering professional development opportunities for new teachers.
- Select mentors or coaches through an application process that ensures all mentors are licensed to teach in Arizona and possess the skills, knowledge, and dispositions to support the newest members of the teaching profession.

The Arizona New Teacher Project has three tiers of participation. Applicants will decide up front which tier they are applying for.

### **Funding**

Eligible applicants may apply for up to \$75,000 per year for two years (Tier 3) of funding. This multi-year funding stream is subject to legislative appropriations and budget allocations to the Arizona K12 Center.

### **Key Dates**

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| • February 2019  | Release of Arizona New Teacher Project Application                               |
| • April 8, 2019  | Electronic PDF and postmarked originals due to the Arizona K12 Center by 4:00 PM |
| • April 19, 2019 | Notifications made to all applicants no later than this date                     |

### **Selection Criteria**

A team with expertise in mentoring and coaching programs, appointed by the executive director of the Arizona K12 Center, will review all proposals. Proposals will be rated using a rubric based on the extent to which applicants meet the program goals, objectives, and district/school requirements for the Arizona New Teacher Project.

### **For More Information**

Please contact Danielle Brown at the Arizona K12 Center at [dbrown@azk12.org](mailto:dbrown@azk12.org) or at (602) 443-6447.